

Dept. of Revenue Facts – FY '12

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General Information

Address: Hoover Building
1305 East Walnut Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 289	# PT EEs: 0	# Temporary EEs: 25	Average Length of Service: 16.75
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Span of Control: 16.94	Total Unemployment Insurance Claims: 36
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	96	<25	0	45-54	4	# of Females:	176	# of Males:	113
25-34	39	55-64	100	25-34	1	55-64	9	% of WF:	60.90%	% of WF:	39.10%
35-44	44	65+	6	35-44	3	65+	0	Average Age:	48.52	Average Age:	50.36
Employee Average Age: 49.24				Supervisor Average Age: 51.73				Average Length of Service: 16.15		Average Length of Service: 17.68	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	32	# of Non-minorities:	240	# African-American:	9	# of "did not respond":	17
% of Workforce:	11.07%	% of Workforce:	83.04%	# Asian/Pacific Island:	14	% of Workforce:	5.88%
Average Age:	45.92	Average Age:	50.19	# Am. Indian/Alaskan:	1	Average Age:	42.07
Average Length of Service:	11.84	Average Length of Service:	18.35	# Hispanic or Latino:	8	Average Length of Service:	3.43

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	23	# of Persons With No Disabilities:	237	# of "did not respond":	29
% of Workforce:	7.96%	% of Workforce:	82.01%	% of Workforce:	10.03%
Average Age:	52.72	Average Age:	48.98	Average Age:	48.54
Average Length of Service:	21.37	Average Length of Service:	17.00	Average Length of Service:	11.02

Officials/Administrators EEO Category 1: 45	Professionals EEO Category 2: 198	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 42	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.74%	Hire Rate: 4.71%	Number Hires: 13	Transfer In: 1
Retirements: 11	All Terminations: 5	Voluntary Quits: 7	Transfer Out: 3

# of Classes Used: 54	Most Populous Classes: Revenue Examiner 2 (53), Revenue Examiner 3 (19), Revenue Agent 2 (18)		
Separations - By Class:	Public Service Executive 5 (3), Revenue Examiner 2 (3), Clerk-Advanced (2), Revenue Auditor 2 (2)		
# Eligible for Retirement:	112 in next 5 years	% Eligible: 38.75%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$288,237.08	Sick Leave Payouts: \$20,063.35	Annual Payroll: \$19,153,064.06	Avg. Base Salary: \$62,343.65	Overtime Days Worked: 48.2
Overtime Cost: \$17,791.07	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,559,895.48	Vacation Days Earned: 6,399.2	Vacation Used Expense: \$1,440,195.07	Vacation Days Taken: 5,972.5	
Sick Leave Days Earned: 4,753.0	Reg. Sick Leave Used Expense: \$580,977.26	Reg. Sick Leave Days Used: 2,651.9	Converted Sick Leave To Vacation Days Used: 363.0	
Sick Leave -Earned Value: \$1,072,978.57		Avg. Sick Leave Days Per EE: 9.18	Converted Sick Leave To Vacation Used Expense: \$91,714.32	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 1	Reclassifications Up (Filled): 10 Up (Vacant): 4 Down (Filled): 7 Down (Vacant): 4 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$18,179.20	Grievances Contract Grievances: 5 Disciplinary: 1 Language: 4 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$31,073.88	Funeral Days Used: 127.4	Extraordinary Pay: \$1,459.20		
Jury Leave Used Expense: \$5,272.95	Jury Leave Days Used: 19.4	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012